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No 12, December 1989

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CONTENTS

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Letter by Kim Chong-il 'On Further Improving and Intensifying the Labor Administration' 1

Editorial Bureau

Let Us Further Intensify the Ideological Indoctrination of the Party According to the Demand of Reality
in Development 14

Political and Ideological

Our Party's Outstanding Leadership Which Glorified the 1980's [Kim Si-hak; not translated] 19
Properly Conducting the Work With the Masses Is an Important Guarantee for Strengthening the Main
Force of the Revolution and Enhancing Its Role [Kim Ki-son; not translated] 19
The DPRK Is the True Motherland of the Overseas Compatriots—On the 30th Anniversary of the
Japan-Resident Compatriots' Repatriation [Han Tok-su; not translated] 19

Revolutionary Tradition and Party Buildup

The Experience of Nurturing Communist Cores, Which Was Gained During the Anti-Japanese
Revolutionary Struggle [Kim Ki-chon; not translated] 20
Party Members Should Substantially Live the Party Life With the Conscience of the Party
[Son Pong-uk; not translated] 20

Economic Construction

The Main Task Which We Should Grapple With Presently in Developing the Fisheries
[Kim Hyok; not translated] 21
Highly Displaying the Superiority of the Socialist Commerce Is an Important Guarantee for Improving
the People's Standard of Living [Yi Chong-man; not translated] 21

Cultural Construction

The Programmatic Document Which Has Illuminated the Correct Path To Creating the Revolutionary
Work of Literature [Kim Po-haeng; not translated] 22

South Korea

The Brigandish 'Import Liberalization' Policy Which the U.S. Imperialists Impose on South Korea, and
Its Consequences [Kim Chang-u; not translated] 23

Letter by Kim Chong-il 'On Further Improving and Intensifying the Labor Administration'

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[Letter to participants in the national workshop for labor administration workers, dated 27 November 1989]

[Text] Ten years have passed since we held, in the presence of the great leader Comrade Kim Il-song, the national meeting of labor administration workers to thoroughly implement the socialist labor law. In this period, we have waged vigorous struggles to thoroughly implement the socialist labor law under the sagacious leadership of the party and the leader and, as a result, labor administration work has been turned into work with people, political work. Today, the revolutionary working life ethos permeates the whole society, with social labor rationally organized and labor resources effectively utilized. In our country today, all the working people, with no worry about their jobs, participate in socialist construction in a manner befitting the masters, and in a way that suits their wishes and abilities. They work diligently and faithfully and are enjoying a cultural and moral life that combines work, study and rest. Our country, once centuries backward, has in this era of the Workers Party become a country where all the working people can shape their destiny for themselves with their labor, bring their true life into bloom and enjoy a happy life to their heart's content—a country nice to work in, and nice to live in.

What we have accomplished in labor administration work proves the correctness and vitality of the socialist labor law and our party's labor policies.

I, in the name of the party Central Committee, extend my gratitude to our labor administration workers who, upholding the party's labor policies, have waged vigorous struggles for their implementation in the past period.

This national workshop for labor administration workers will offer an important opportunity to enhance political and administrative levels of labor administration workers and further improve and strengthen their work.

All the labor administration workers must further strengthen the labor administration work in accordance with the demands of the developing realities and thereby positively contribute to accelerating our socialist construction.

1. Labor Administration Work Is Work With People, Political Work

Labor administration work is a very important work in socialist economic management. How we conduct labor administration work largely determines what we achieve in the socialist economic construction. Therefore, the working class' party and state must always keep a firm grip on it.

The great leader Comrade Kim Il-song taught that labor administration work is not a mere administrative business-type work but work with people, political work.

Labor administration work is, in essence, work with people, political work. It is a work to ideologically activate people participating in social labor and to foster, organize and mobilize their creative strength.

Labor is the source of all the material and cultural wealth, and a powerful means to remake nature, reform society and remold man. Through the long history of mankind, labor has created its huge material and cultural wealth, bringing immeasurable changes in the process not only to nature but to society and man as well. Communism, an ideal society for mankind, is also built by the creative labor of the masses of people.

Labor is nature-remaking activity undertaken by people to realize their demands in living. People possess an independent stand and attitude, creativity and consciousness, which represent their social properties; therefore, they independently come to have an urge to control nature and undertake creative, goal-conscious activity to realize it. Labor is man's self-reliant, creative and conscious activity to conquer and control nature and to become its master. Therefore, labor administration work of organizing and managing people's labor activity should by all means be work with people, political work.

What plays a decisive role in labor activity is people's self-reliant ideological consciousness. Man is social existence with consciousness; ideological consciousness regulates man's every activity. Showing precisely the fact that people have their ideological consciousness, they independently come to have the urge to remake nature and undertake labor activities to realize it. As their self-reliant ideological consciousness grows higher, people come to raise higher demands in their nature-remaking struggles, participate in public labor voluntarily and show greater enthusiasm and initiatives in their work. Thus, they eventually create more material and cultural wealth. Therefore, labor administration work must thoroughly become work with people, political work, by activating people ideologically.

What plays an important role in labor activity is people's creative capacity. Man is social existence with creativity; man's creative capacity is inexhaustible. Showing that people have their creative capacity, they undertake labor activities to remake nature. As their creative capacity grows higher, their labor activities to remake nature and create material and cultural wealth become broader and deeper. Man's creative capacity for remaking nature does not grow by itself, however. It grows only when the scientific and technological knowledge needed in creating material and cultural wealth is heightened and physical strength enhanced. Tasks of labor administration work—such as planning of labor, allocation of manpower, organization and management of labor, distribution for labor and ensuring of adequate working and living conditions—are the tasks for organizing and

mobilizing the creative capacity of people needed in remaking nature. Administrative business-type details—such as planning of labor, deployment of manpower, organization and management of labor, distribution for labor and ensuring of adequate working and living conditions—are not by themselves a goal; the goal in all these details, by all means, is to uplift the creative capacity of people and thereby enable them to work better. If administrative business-type tasks in labor administration work are performed satisfactorily, the creative capacity of people gains and the labor productivity further increases. This explains that labor administration work is not a simple administrative business-type work of placing workers and managing their labor but a work with people, political work, to raise the creative capacity of people, the masters of labor.

To see labor administration work as work with people, political work, is the most scientific, revolutionary view of it. Only by viewing labor administration work as work with people, political work, can we solve all problems in labor administration work on the basis of human interests and further enhance the role of labor administration work in socialist, communist construction. If we only saw labor administration work as administrative business-type work, not as work with people, political work, it would be impossible to foster an attitude befitting the master toward labor—the communist-type attitude—among people or to solve problems arising in labor administration work successfully. The labor administration work in socialist society is fundamentally distinguished from that in capitalist society. In capitalist society where labor is sold and bought as a commodity, labor management itself is totally based on individual material interests. Labor management in capitalist society is nothing more than commodity management and it cannot become work with people. Labor administration work in socialist society, however, is not the simple labor managing work but work with people, political work, to organize and direct the self-reliant, creative labor activities of the working people who have become the masters of labor, the masters of production. In socialist society, we must give top priority to work with people, solving all problems arising in labor administration work by the political means of activating the ideological consciousness of the working people, the masters of labor, and prompting them to fully display their creative capacity in their work.

To improve and strengthen labor administration work is an essential demand in ensuring a self-reliant, creative life for people.

If people are to be freed from all sorts of constraints of nature and society and enjoy a self-reliant, creative life, the necessary material and cultural conditions and socio-political conditions must be guaranteed for them.

Man needs material and cultural subsistence goods to live. The source of such material and cultural subsistence goods is nature. However, what nature gives man in the form of finished goods is extremely scarce; nearly all of

what is provided by nature have to be remolded by man before they become useful and beneficial. Only by strengthening labor administration work, which is dedicated to ideologically activating people participating in social labor and fostering their creative capacity, can we see to it that they fully display their creative capacity with an attitude befitting the master in their work, and that material and cultural conditions are secured in a more satisfactory way for people to enjoy a self-reliant, creative life.

Labor plays an important part also in ensuring socio-political conditions for people to free themselves from constraints of society and enjoy a self-reliant, creative life. The subject of social relationship is man and labor activities take place under man's initiatives; in this condition, it is through labor that wealth of the society increases and social relationships develop. People are trained ideologically, gain new knowledge and cultivate their mental and moral features through the process of labor. Therefore, if we are to ensure that people enhance their position and role as the masters of nature and society and enjoy a more self-reliant, creative life, we must improve and strengthen labor administration work.

To improve and strengthen labor administration work is a pressing demand in further accelerating the socialist economic construction in the present period.

The socialist economic construction is one of the most important revolutionary tasks facing the party of the working class that seized the political ruling power. Only by doing the socialist economic construction well can we make the country rich and strong, bring a better life to the people and reform the economy in accordance with the demands of the *chuche* ideology. High achievements in the socialist economic construction depend to a large measure on how labor administration work is conducted. Inasmuch as labor administration work is a creative work of managing labor as the most active and decisive factor in production and construction, we must do labor administration work well, or it is impossible to meet the demand for labor satisfactorily both quantitatively and qualitatively—the demand that increases as the people's economy develops rapidly—or to heighten the working people's revolutionary fervor and creative positiveness and push through the socialist economic construction vigorously.

In order to fulfill the Third 7-Year Plan ahead of schedule and achieve the 10 major prospective targets of the socialist economic construction successfully, we must improve and strengthen labor administration work decisively. The struggle to fulfill the long-term plan, envisaging massive-scale capital construction and a high rate of speed in production growth, demands total mobilization of all potential in production and that all the working people who can work rush forth into the socialist economic construction and work to the maximum of their capabilities.

In connection with the prevailing situation, too, we must further improve and strengthen labor administration work.

Today, the imperialists, with their allied forces, are maneuvering cunningly and viciously to disintegrate the world's anti-imperialist sovereignty forces and socialism. Especially, the imperialists are attempting to paralyze the peoples of socialist countries ideologically and mentally by spreading their rotten bourgeois culture and life style. To cope with the imperialists' maneuvers, we must see to it that our working people participate in social labor for the society and the collective with sincerity and a healthy thought.

We are carrying on the socialist economic construction and, at the same time, strengthening our national defense directly in the face of the U.S. imperialists and their increasingly brazen maneuvers for aggression and a new war; in this situation, we are required to mobilize a great deal of human and material resources. Resolving a strained labor situation requires labor administration work to be strengthened decisively.

We must firmly convert labor administration work into work with people, political work and thereby implement more thoroughly the socialist labor law and the party's labor policies.

2. On Establishing the Revolutionary Working Life Ethos

To establish the revolutionary working life ethos in the whole society is one of the basic tasks facing labor administration work.

By the revolutionary working life ethos, we mean a sincere work attitude of working devotedly for the society and the collective, and of observing the socialist labor standards and order with voluntariness befitting the master about production and construction. In a nutshell, the revolutionary working life ethos is a collectivist, voluntary working life ethos.

The revolutionary working life ethos is a unique feature of socialist society. In socialist society where the means of production are under public ownership, labor naturally takes on features of being collective and voluntary; as a result, all the working people participate in creative labor for society and the collective and work sincerely, helping and leading one another under the "One for the Whole, the Whole for One" slogan. In socialist society, the revolutionary working life ethos is what the working people who became the true masters of labor should possess in their working life by all means. Only by establishing the revolutionary working life ethos in the whole society can we bring into full play the vitality of the party's revolutionary and popular labor policies and thereby revolutionize the working people and give them the working-class nature, accelerating the economic construction forcefully so as to successfully build socialism, communism.

In socialist society, which is a transitional society, there are lingering dregs of individualistic ideas about labor in the heads of working people; consequently, there is no such thing as the revolutionary working life ethos coming into full play all by itself among them. In order for the revolutionary working life ethos to be established in the whole society, we must work vigorously to root out the dregs of old ideas from among the working people and have them fulfill their responsibility and role as the masters of labor in every respect.

Most important in establishing the revolutionary working life ethos in the whole society is to firmly establish the chuche view of labor among the working people.

The chuche view of labor means the stand and attitude toward labor based on the demands and interests of society and the collective. To establish the chuche view of labor is to ensure that they see labor as the most sacred and honorable thing, and that they consider it happiness and a rewarding life for them to devote everything they have to communal labor and work for society and the collective.

The chuche view of labor is one of the important features which the chuche-type communistic human beings should possess. Fundamentally speaking, the communistic man finds the true worth and pride of life in labor for the self-reliant, creative life of the masses of people. Labor is the inherent demand of man as a social being whose desire is to live and develop with an independent stand and attitude. Man ceaselessly develops and evolves into a self-reliant being through labor. The true life of man begins with labor and shines through labor.

Labor, which is inseparable from the precious human life, can become a rewarding thing that guarantees a self-reliant, creative life and infinite happiness only when it is devoted to the interests of society and the collective. Inasmuch as the life of man as a social being is maintained by the socio-political collective, the self-reliant, creative life of people is always tied to that collective in kindred blood. Only when the society and collective, the country and its people are rich, powerful and prosperous can the self-reliant, creative life of people be guaranteed on high levels uninterruptedly; otherwise, it would be impossible for the self-reliant man to enjoy a life that satisfies his intrinsic demand. If the country and its people are not rich and powerful, they cannot preserve their national dignity and independence nor escape humiliation and contempt by others. Inasmuch as the enrichment, strengthening and development of the country and its people is guaranteed through the labor for society and the collective, no life can be more rewarding and honorable than the working life for society and the collective.

Labor pursuing only private interests may bring temporary pleasure to the individuals but does not guarantee lasting happiness for all the generations to come. To seek one's own pleasure regardless of whatever happens to

society and the collective cannot be a self-reliant life of man as a social being and, basically, has no difference from the animal life. Labor pursuing a comfortable life only for oneself with no regard for society and the collective is based on an individualistic view of life. Labor done only for the sake of oneself is based on an individualistic view of life, but that for society and the collective is based on the collectivist view of life.

In order to establish the chuche view of labor, indoctrination in labor must be conducted correctly.

The basics in the indoctrination in labor are to make people clearly recognize the objective and importance of socialist labor.

The stand and attitude toward labor would basically varies depending on understanding about the nature and objective of labor. When one sees labor as something for society and himself, he will develop a collective interest-oriented stand and an attitude befitting the master; when he sees it as something for specific classes or individuals, he will develop a private interest-oriented stand and an unworthy, employee-type attitude.

In socialist society, labor is creative activity for the strengthening, development and prosperity of society and the collective. It is the source guaranteeing a self-reliant life for the masses of people. Without labor, no society can be maintained nor can it develop nor can people survive. However, in an exploiting society, material and cultural wealth created by labor would not become the society's communal wealth but end up in the hands of a handful of people of the exploiting class for use as means of their own pleasure and exploitation of the masses of people. If labor is to become the genuine source guaranteeing a self-reliant life for the masses of people, it must serve the common interests of society and the collective. Only when labor serves the common interests of society and the collective is it possible to evenly guarantee the material and cultural living conditions for the masses of people. In socialist society, everything created by labor becomes part of communal wealth of society and the collective and is put to use for the enrichment, strengthening and development of the country and the self-reliant life of the masses of people. Although there still is such labor as that of private sidelines in socialist society because of its transitional nature, it cannot be a typical form of labor in socialist society but will disappear as the productive forces develop and socialist labor strengthens.

In socialist society, labor activities are not simple economic activities just to create material wealth but revolutionary struggles to protect the independent stand and attitude of the masses of people. They are revolutionary practical activities to implement the lines and policies of the party. Through labor activities, socio-political conditions are also secured firmly along with material and economic conditions for the independent stand and attitude of the masses of people, enabling them to add luster to their socio-political life. In socialist society,

labor is not just an activity to create material wealth to meet the needs for food, clothing and other consumption but a struggle to protect the independent stand and attitude in socio-political terms, and an activity to add luster to the socio-political life. Precisely therein lie the fundamental characteristics and significance of socialist labor activities.

Important in the indoctrination in labor is to have people develop a correct perception of their occupations.

In socialist society, no occupation is meant for just compensations or honor. It is not a means to gain influence or power either. Among some people today, there are instances of wielding power for what they call job specialty or phenomena that they cannot become attached to their jobs. All these represent the capitalist view and attitude that discriminates between jobs. In capitalist society, occupations are means to make money and all jobs are for the capitalists owning means of production to gain power and amass fortunes. In socialist society, however, occupations mean the social division of labor for the sake of the social, communal demands and interests and jobs are all work for the country, the people and for oneself. In socialist society, there can be no such things as good jobs or bad jobs; all jobs are equally precious. The working people of a socialist society should become attached to their jobs, whatever or wherever; they must fervently love working for society and the collective. The pride and fulfillment people get from labor do not come from what jobs they hold but from how they work them for society and the collective and how much their labor contributes to the enrichment, strengthening, development and prosperity of the fatherland and the nation. We must ensure that all the working people fully devote their energy and wisdom to the sacred labor for the country and the people, with a sense of honor and responsibility deeply engraved on their hearts.

The indoctrination in labor must be conducted in depth by linking it to the indoctrination in faithfulness, the group indoctrination, and to the indoctrination in socialist patriotism.

Inasmuch as socialist labor is creative activity for the revolution and construction and revolutionary practical activity to implement party policies, the sincerity for labor serves as an important yardstick for faithfulness to the party and the revolution. Therefore, in order to conduct the indoctrination in labor in a substantive way, it has to be tied to that in the faithfulness to the party and the leader.

Socialist labor is collective and patriotic labor to bring true life and happiness to flower amid struggles for the interests of society and the collective and for the consolidation and development of socialist system. Only when the collectivist spirit and the socialist patriotic spirit are high can people display their devotion and sincerity in the labor for society and the collective, the fatherland and the people. Collectivism and socialist patriotism are

the inherent demands of socialist labor; they find expression in the devotion and sincerity toward labor. Therefore, if the indoctrination in labor is to be conducted in a substantive manner, it must be closely linked to the indoctrination in collectivism and that in socialist patriotism.

To link the indoctrination in labor to that in collectivism and in socialist patriotism is also an important task in bringing the intrinsic superiority of socialist system into play and in holding on to the banner of socialism, communism. Socialist society is based on collectivism; the socialist economy develops by collective labor. Needless to say, the economic foundation of the socialist society, which is characterized as being collective, indeed lies in the public ownership of the means of production but this does not necessarily mean that collectivism comes by itself once public ownership is established of the means of production. Even when public ownership is established of the means of production, if labor fails to be organized communally to serve the interests of society and the collective and if it is organized under individualistic principles, the economic foundation of the socialist society will become shaky, collectivism will stop working properly and eventually it will become impossible to consolidate and develop socialist system. Basically speaking, while giving top priority to the interests of the whole social collective, collectivism—which is the intrinsic nature of socialist society—attaches importance to all the interests of the small collectives and individuals, too. In socialist society, there is a basic unity between the interests of individuals who make up the socio-political collective and the interests of the collective. The wealth created by communal labor for society and the collective, the fatherland and the nation, contains the share for each individual; as the wealth of society and the country grows bigger, the share for each individual also grows accordingly and all the members of society will be better off. Herein lies the major characteristics and true superiority of socialist system which is based on collectivism. We must conduct the indoctrination in labor in a substantive manner among the working people by tying it to the indoctrination in collectivism and that in socialist patriotism, and by doing so, further consolidate and develop socialist system and bring its superiority into full play.

Special attention should be paid to strengthening the indoctrination in labor among the youth. Young people represent the most vital group in socialist construction and the next generation of our revolutionary cause to shoulder the future of the fatherland. To ensure that they have a correct perception of labor and are faithful workers in workplaces where the fatherland and the people demand them to work is an important matter affecting the destinies of the country and the people. To see to it that the youth—who have no experience in the severe trials of the revolution and have grown without knowing anything but a happy life—have a correct perception of labor is also an urgent task in preventing, among other things, capitalist and revisionist trends of life from poisoning them.

Along with efficient indoctrination in labor, we must strengthen ideological struggles to get rid of any individualistic stand and attitude toward labor such as that shown by those who hate to work, engage in delinquent behavior and seek an easy, selfish life for themselves. All the branches and units must promptly wage powerful ideological struggles against all sorts of wrong capitalist, revisionist phenomena emerging in the working life.

We must stage propaganda on labor in a substantive manner, using various forms and methods. Primarily, it should be commentary-type propaganda; however, depending on actual conditions of the respective units, various other forms and methods should be used. Labor propaganda should be staged at workplaces vigorously and free from formalities and formats. Members of labor propaganda including workshop heads and work team captains must become the party's positive propagandists on labor since they are directly in charge of labor propaganda. Labor administration workers must also actively participate in labor propaganda work. In view of their mission, labor administration agencies should by all means serve as labor propaganda organs and labor administration workers should also perform the role of labor propaganda workers.

Lecture courses, experience debate sessions and workshop training should be planned, organized and coordinated for labor propaganda workers. The work of compiling and publishing materials for labor indoctrination should also be improved in accordance with the demands of the developing realities.

Being active to learn from examples of unsung heroes is an important task in establishing the *chuche* view of labor.

An affirmative example is in itself a criticism against what is obsolete and backward. It is a powerful driving force toward what is innovative and progressive. Unsung heroes are typical socialist workers who work devotedly for society and the collective, the fatherland and the people, laying down unhesitatingly all their energy, wisdom and even their lives for the cause regardless of the eyes of other people. The revolutionary working life features shown by those unsung heroes constitute walking examples that can be used in indoctrination work to influence people by positive example, prompting them to do away with the individualistic, egoistic work habits such as indolence and laxity, conservatism and stagnation and arousing them into collectivist and communist-type labor struggles. The lofty working life features of unsung heroes, currently surging high in our country, are inspiring and driving the working people to labor exploits with great influence. As the mass movement to learn from examples of unsung heroes gains momentum, the *chuche*-oriented stand and attitude toward labor gets more solidly established among the working people, with the revolutionary working life ethos brought into fuller play. All the branches and units must widely introduce and publicize labor achievements

of unsung heroes and the working life ethos they displayed. At the same time, they must launch effective programs to discover on time those workers taking part in communal labor for society and the collective voluntarily and sincerely, and to recognize their work appropriately and let society know about them.

Important in establishing the revolutionary working life ethos is to regularize and standardize the working life.

Labor in socialist society is collective labor organized on levels involving the whole society; therefore, it has to be carried out in accordance with the established standards and regulations. Only by regularizing and standardizing the working life is it possible to organize and institutionalize the working people's creative labor onto high levels and thereby to rid of obsolete habits in their working life and establish the revolutionary working life ethos among them. We must launch energetic work to ensure that the working people thoroughly observe the socialist labor law and other labor rules and regulations, upholding the party guideline on regularizing and standardizing the working life.

Order should be established thoroughly of the working life to make sure that the 480-minute work day is strictly observed. The 8-hour work day is the state law and observing the 480-minute work day system is a sacred duty of citizens which no one is allowed to contravene. We must ensure that all the working people abide by the set attendance hours and at the same time establish order of attendance in a way that suits characteristics of the respective branches and the season. We must see to it that the demands of labor rules and regulations—such as those governing shift change, use of working hours and summation of work—are met thoroughly and the 480-minute work-day rule is never shortchanged.

In regularizing and standardizing the working life, we must effectively carry out the program of creating model units and popularizing their experiences. It is a traditional work method of our party to create models in specified workplaces and disseminating them to generate a turnaround in the revolution and construction. All the branches and units must wage vigorous struggles to set up model units in the working life in a way that suits characteristics of the respective branches of the people's economy and to popularize their experiences, and by doing so, bring about epoch-making results in regularizing and standardizing the working life of workers.

In the working life, functionaries must become models for the masses. Leading by personal example is more powerful than any number of words to move the hearts of the masses deeply and urge them to revolutionary practice. Functionaries must always be models in observing labor standards and order. They must actively participate in communal labor and show the spirit of doing more work, and with greater enthusiasm, than others.

Functionaries must take part in the Friday labor with no exception and work faithfully. The Friday labor is patriotic labor of loyalty to contribute to the enrichment, strengthening, development and prosperity of society and the collective, the country and the nation. It is a rewarding one that revolutionizes functionaries and gives them a working-class nature. All the functionaries should put on working clothes and rush forth to the Friday labor with shovels and hoes and work in an exemplary manner to bring on a Friday labor atmosphere throughout the country.

Labor, study and rest must be combined properly.

Labor, study and rest are the components of human life none of which should be neglected; they are closely linked to one another in labor activities. Labor provides material guarantee for study and rest, while study and rest ensure recreation of working power and foster the independent ideological consciousness and creative strength of the working people to make labor more self-reliant and creative for them. How we combine labor, study and rest is a fundamental question in organizing the working life that has something to do with social system, the development of productive forces and the demands of the developing revolution.

We must thoroughly implement party guidelines on combining labor, study and rest correctly, ensuring that all the working people put the 480-minute working hours to perfect use, make study a routine way of life and fully enjoy their rest and cultural, moral life.

To work, study and live in a revolutionary way is the traditional work habits and way of life of our party and people. Anti-Japanese guerrillas, despite all the hardships they had to endure in their day-to-day struggles, always studied and lived with discipline and in a well regulated manner. We must establish thoroughly the ethos of all the working people working, studying and living in a revolutionary manner like the anti-Japanese guerrillas did, holding aloft the party slogan "Production, Study and Life—All in Manner of the Anti-Japanese Guerrillas!"

3. On Effectively Utilizing Labor Resources

Utilizing labor resources effectively is one of the central tasks in improving and strengthening labor administration work.

To utilize labor resources effectively means to bring all who can work to actively participate in communal labor and deploy the work force in a rational manner, enabling all to display their creative abilities and wisdom to maximum degrees.

Only by utilizing labor resources effectively is it possible to accumulate communal wealth uninterruptedly by smoothly resolving manpower problems arising as the economy develops rapidly.

All the branches and units must closely organize and coordinate efforts to effectively utilize labor resources,

ensuring that all who can work are actively mobilized into socialist construction, and that they display their abilities and talents to maximum degrees in it.

In order to effectively utilize labor resources, the labor planning work must be conducted correctly. The labor planning work is to make a scientific estimate of the demand for labor and arrange it to dovetail into the source of labor available. The labor planning work is the foundation for effective utilization of labor resources. In capitalist society, labor resources are drawn into social production almost spontaneously through labor markets; in socialist society, however, the state holds unified control of them, mobilizing and utilizing them on a planned basis.

In planning on labor, the guidelines of unified planning and detailed planning as well as the principles of the party spirit, science and the mass line must be thoroughly carried through. Functionaries must go deep among the producer masses and get the first-hand information on labor resources and the actual state of manpower at organizations and enterprises, then on that basis set up realistic and dynamic plans ensuring that resources and demands dovetail in all details. Supplement and adjustment plans on labor must also be formulated correctly on the basis of state manpower plans and the actual labor situations at plants and enterprises.

In order to effectively utilize labor resources, manpower should be arranged in a rational way. To arrange manpower in a rational manner means to ensure inter-branch equilibrium correctly and, at the same time, allocate manpower the basis of the right man in the right place, with their abilities and physical characteristics taken into account. Only by arranging manpower in a rational way is it possible to resolve the nation's strained manpower situation satisfactorily, enabling all the working people to fully display their abilities in their work.

Manpower should be allocated in a balanced way.

In allocating manpower in a balanced way, it is important to correctly ensure equilibrium between production and nonproduction branches. It is the guideline consistently maintained by our party to give priority to increasing numbers of workers in production branches and yet set the numbers of workers in nonproduction branches consistent with the levels of economic development, and—of production branches—to enhance proportions for basic production branches, particularly direct branches, while lowering those for auxiliary and indirect branches.

Administration and economic agency functionaries must increase manpower for production branches in accordance with the policy demands of the party; of the production branches, they must give priority to the demands of key industries such as the extraction and metal industries in allocating manpower. Also of production branches, manpower placement standards must be correctly set up and strictly implemented under the principle of giving priority to meeting the manpower

demands of direct production branches while reducing manpower for auxiliary and indirect branches as much as possible. In addition, for new operations starting up in various branches of the people's economy, the required manpower should be prepared with foresight and delivered on time.

Manpower placement standards for nonproduction branches should also be set up correctly in a way consistent with the levels of the nation's economic development, providing them with labor force they need. Manpower for nonproduction branches should be reduced as much as possible, however. Unless manpower for nonproduction branches is reduced, it is impossible to meet the increasing demand of production branches or to expand production rapidly. When we say that manpower for nonproduction branches should be reduced, we do not mean to reduce manpower related to science and technology programs haphazardly. We must strengthen our science and technology programs uninterruptedly as the chuchezation, modernization and scientization of the people's economy intensify and develop. An overall review should be made of the existing manpower placement standards for nonproduction branches under the principle of doing more work with less manpower in all the branches of the people's economy, straightening them out to be consistent with the levels of the nation's economic development. Administrative systems of agencies and enterprises must be streamlined as much as possible. At a time the technological revolution is being pushed forward vigorously and management activities becoming increasingly scientific, and modern, we are required to review the existing administrative systems, consolidating whatever can be consolidated and boldly scrapping whatever can be scrapped. Tables of organization for standard systems and administrative systems of agencies and enterprises should be fixed correctly and improved constantly in accordance with the demands of the Taean work system and in consistency with the scale of production in each branch of the people's economy.

In allocating manpower in a balanced way, it is also important to correctly ensure regional balance. The basic principle in ensuring the regional manpower balance is for each province to meet its demand for labor with manpower available in the province. Only by holding on to this principle is it possible to mobilize and utilize labor resources as effectively as possible. To meet the provincial demand for labor with manpower available in the province, it is required to correctly estimate the demand for and resources of labor and conditions of production and allocate productive forces accordingly. We must establish strict order and discipline to end phenomena of factories and enterprises being organized haphazardly to cause wastes in labor and fund, and to set up factories and enterprises on the basis of fact-finding surveys about production conditions and labor resources.

We must allocate manpower on the basis of the right man in the right place.

Inasmuch as differences in the intensity of labor and in working conditions still exist and capabilities of the working people vary for sex, age, physical characteristics as well as technical and skill levels, it is necessary to assign them to places that suit their physical characteristics and abilities.

The youth and middle-age people represent the most powerful force that bear the brunt of attacks on the labor front. How we allocate them can affect the balance and qualitative structure of labor for each branch of the people's economy and influence the overall economic construction. Labor administration agencies must take measures to systematically assign youth and middle-age workers to branches where difficult work is done and where manpower is urgently needed, such as coal and mineral mines, thus gradually increasing the proportions of youth and middle-age labor in the manpower structure in these branches. Also, revolutionary measures should be taken to reassign youth and middle-age workers from nonproduction and light-labor branches or places where they can be replaced with women or old people to branches where difficult work is done and where their labor is urgently needed.

Actively drawing women into socialist construction is important in giving them revolutionary training and in resolving the nation's strained manpower situation. Today, thanks to the vigorous progress in the technological revolution, factories and enterprises have been modernized, gradual converting backbreaking labor into light labor, and harmful labor into safe labor; as a result, jobs for women have rapidly increased. It is necessary to correctly designate workplaces and jobs that can be manned by women and to prevent men from being assigned to places that can be manned by women.

We must do a good job in allocating persons possessing technologies and skills to their respective fields of specialty, reassigning those placed in wrong fields appropriately.

In order to effectively utilize labor resources, we must improve the organization and administration of labor. Even if the labor planning work is carried out satisfactorily and manpower allocated on the basis of the right man in the right place, labor productivity cannot be increased effectively should the work of organizing and administering labor fail to be done properly.

We must find out all the facts about characteristics of production processes, the levels of technical provisions and working conditions, and on that basis, set up organization of labor prudently. We must correctly design the form and size of work team in consistency with characteristics of production and technical processes, organize work shifts in a rational manner and widely introduce various rational methods in organizing labor such as those of one person manning plural machines or doing more than one job concurrently.

Strict order must be established in the administration of labor to ensure that all the working people abide by labor

discipline and regulations thoroughly. Labor administration agencies must tighten control against manpower being diverted and wasted or manpower for production being mobilized for any unauthorized purposes.

We must continue to pay attention to solving problems of labor force in rural areas. Solving rural manpower problems satisfactorily is of important significance in ensuring balanced developments of industry and agriculture, increasing agricultural production rapidly and improving the living standards of the people.

Accelerating the rural technological revolution vigorously is an important key to resolving the strained manpower situation in the countryside. Only by pushing the rural technological revolution forcefully is it possible to free our peasants from difficult and backbreaking labor and enable them to do the farming on their own. We must push the technological revolution forcefully in the rural economy, and by doing so, resolve the strained rural manpower situation and see to it that they do the farming on their own without depending on the volunteer manpower for support any more. At the same time, rural youth and middle-age people must not be sent to other sectors but be made to settle in the countryside; youth and middle-age manpower should be assigned to rural areas systematically so as to increase the proportions of their labor and firmly consolidate our core positions in the countryside.

In solving rural manpower problems, it is important to ensure success of the volunteer labor program. In view of the seasonal characteristics of farming that do not allow missing the season, we must give rural areas positive support in labor by organizing successful volunteer labor programs.

Enhancing the technical skill levels of the working people is an important work to help them grow to be resourceful, creative forces and make it possible to utilize labor effectively. We are in an era of science and technology. Apart from science and technology, it is impossible to correctly manage and operate the economy which is rapidly developing on the foundation of modern science and technology. Only by enhancing the technical skill levels of the working people is it possible to ensure a sustained growth of labor productivity, resolve the strained manpower situation satisfactorily and utilize labor resources effectively. We must improve the technical skill levels of the working people unceasingly in accordance with the demands of realities of the rapidly developing science and technology.

We must carry out successfully the program to help workers improve their technical skill levels during their work on production sites. It enables workers to improve their levels while working on production sites, and to improve them rapidly without even leaving production sites. It also helps to resolve the strained manpower situation.

The work to help workers improve their technical skill levels while working on production sites should be

carried out in the direction of lifting their skill grades higher than the average job skill grades required of the respective production processes.

In order to improve rapidly the technical skill levels of workers on production sites, it is necessary to correctly set up technical study systems and operate them on a regular basis. Workers' technical knowledge and working abilities, production experience and dexterity can be acquired and enriched through systematic technical studies. Factories and enterprises must organize technical study teams in a rational way consistent with the conditions of the respective units and operate them on a regular basis. The on-the-job training system should also be set up correctly and operated effectively to help workers improve their technical skill levels.

The training of reserves for skilled labor must be carried out successfully. As factories and enterprises become modernized and new industrial fields and new production and technological processes emerge in increasing numbers, many branches of the people's economy are demanding more skilled workers. The more the nation's economy develops, the higher becomes the demand for skilled workers. Fostering new generations as reserves for skilled labor systematically is of great importance in meeting the increasing demand for skilled labor, improving the qualitative structure of labor force ranks and improving management activities of factories and enterprises.

The skilled workers training school is a form of vocational technical education operated by the respective unit to train skilled workers it needs on its own. These facilities should correctly work out programs of instruction befitting the objective and principle of socialist pedagogy, establish strong educational discipline to carry them out properly, closely combine education and productive labor in consistency with the characteristics of technical education, and by doing so, turn out useful skilled workers in large numbers.

We must provide skilled workers training schools with educational and field-training facilities and other equipment and supplies they need. At the same time, we must do a good job with the work to expand those schools on an annual basis to provide technical training to new workers entering the labor force ranks. Especially, we must correctly work out measures to train special skilled workers and high-grade skilled workers in a forward-looking manner as well as skilled workers for fields of up-to-date science and technology and for new plants scheduled to start up.

We must do the technical skill grade appraisal work well. The technical skill grade is a yardstick for the worker's technical skill level. Only by doing the appraisal work on it well is it possible to make positive efforts to improve the technical skill levels of the working people. The appraisal should be strict and it should be done from the state point of view and on the basis of theory and practical technique properly combined.

We must ensure that workers are assigned to the same occupation for a prolonged period of time so that they become well versed and dexterous in it. Inasmuch as production process is technical process, workers would take some time before they improve their technical skill levels enough to handle the assigned production machinery masterfully. Labor administration functionaries, agencies and enterprises must not move workers from one occupation to another haphazardly; they must direct special attention to getting special skilled workers and high-grade skilled workers to be settled in the same occupations for a prolonged period of time.

4. On Correctly Applying Socialist Labor Compensation System

The socialist labor compensation system is a system to compensate the working people for labor they put in for society and the collective according to the quantity and quality of that labor. The socialist labor compensation system is a means to materially ensure a self-reliant, creative livelihood for the working people. To correctly apply the system is of important significance in compensating the working people for the amount of labor they put in, ensuring an affluent and civilized life for them and thereby prompting them to rush forth to the revolutionary struggle and construction work actively.

To compensate the working people on the basis of the quantity and quality of labor they put in is an indispensable requirement stemming from the transitional character of socialist society. In socialist society, production still remains short of the goal of realizing distributions according to the demands; difference still remains, for instance, between physical labor and mental labor, agricultural labor and industrial labor, heavy labor and light labor; and the dregs of old ideas of seeking greater compensations for less work still remain in the heads of people. It is necessary, therefore, to have them paid fairly for what they worked and what they earned. If uniformity should be introduced in the compensation for labor in disregard of the transitional character of socialist society, it could affect the revolutionary fervor of people negatively, spawning the drones and scum of society and thereby creating serious difficulties in the way of the revolution and construction. On the other hand, if we should treat the transitional character of socialist society as an absolute thing and make excessive discriminations in the compensations for labor, we might be pushing people to be only concerned about material compensations they receive—the individual income, that is—and consequently, weakening the collectivist thought among the working people and creating a great deal of difference in the living conditions. As a result, difficulties could be created in strengthening the political and ideological unity of the whole society. The socialist labor compensation system performs an important role in enhancing the revolutionary fervor and creative initiative of the working people, strengthening the political, ideological unity and solidarity of the whole society and ensuring a strong push in the revolution and construction. In this

context, it can be said that applying the socialist labor compensation system correctly is a socialist state's important politics.

However, we must not overplay the socialist labor compensation system alone just because it performs a major role in enhancing the revolutionary fervor and creative initiative of the working people and prompting them to actively participate in the revolution and construction. The socialist labor compensation system offers, to the utmost, economic leverage through material incentives and therefore, if it should be put at the forefront, it could put us on a wrong path, the path of trying to solve every problem by means of heightening material concerns of the working people. In socialist society, we must not try to move the working people with money alone. It is the capitalist way to try to move people with money. If we should only heighten material concerns among the working people by disregarding the intrinsic demands of socialist society and treating its transitional character as something absolute, and if this should lead to the reemergence among them of old ideas of neglecting the interests of society and the collective and seeking only the individual interests, we might eventually be inviting the result of socialist system itself degenerating. We must heighten among the working people not the capitalist material concern that seeks only to satisfy individual greed and interests, but the socialist material concern attaching greater importance to the interests of society and the collective and seeking individual interests within the framework of the interests of society and the collective. In socialist society, material incentives can be effective only on the basis of the strengthened political and moral incentives. Under the principle of putting primary emphasis on political and moral incentives and of properly combining material incentive with them, we must correctly apply the socialist labor compensation system.

In order to correctly apply the socialist labor compensation system, we must set work norms properly.

In socialist society, work norms constitute the basis of planning and organizing on labor; they serve as a yardstick for results of labor. Only when work norms are set properly is it possible to carry out correctly the task of planning and organizing on labor, the assessing of and paying for the work results.

Work norms should be set scientifically.

To set work norms scientifically, we must be well aware of the will and demand of the producer masses. It is the producer masses who know best about problems in setting work norms, ways to solve them and about reserves for renewing work norms incessantly. Labor administration functionaries must go and place themselves among the producer masses, activate their wisdom and initiatives, and by doing so, set work norms in an advanced, yet realistic fashion. To set work norms scientifically, it is necessary to correctly assess levels of

technical provisions of production processes and proficiency of workers. By that, we mean setting work norms on the basis of levels that are normally reached by workers by putting in full 480 minutes of honest work under production conditions that are fully furnished to meet the requirement of technical provisions of the respective production processes, including with raw materials, other materials and supplies. The levels of technical provisions of the production processes and proficiency of workers are objective and realistic factors and unless we appraise them correctly, we cannot set work norms properly. Work norms should be set on the basis of detailed surveys of the working processes of workers and specific analyses of work results, and taking into consideration the work results that have been reached for the existing technical levels of facilities and proficiency of workers.

We must properly establish the system of setting state-level standard work norms correctly, then using them as the basis for setting work norms for different enterprises. The standard work norms are for factories and enterprises to rely on when setting their work norms. A standard measure is needed to determine whether other measures are correct; likewise, we need state-level standard work norms so that factories and enterprises can work out their work norms using them as a guide. First of all, standard factories will be set up and these factories will, in accordance with the demands of the Tae'an work system, have their business management regularized and standardized and their production normalized; based on data obtained from measurements at these standard factories, state-level standard work norms will be set, which then will be used by other factories and enterprises as a measure to set their work norms correctly and in a way that suit their circumstances. Especially, factories and enterprises must ensure that they set their combined work norms and detailed work norms properly, using the former as the basis of labor planning and a yardstick for progress in the fulfillment of production plans, and the latter as the basis in computing the cost of living pay under the contract system.

We must establish strict system and order of fixing and applying work norms under unified state guidance. Labor administration agencies must thoroughly establish work system of registering and approving work norms at state levels, ensuring that there are no such undisciplined phenomena as enterprises setting and applying lower work norms at will.

We must wage vigorous struggles to keep renewing work norms in accordance with the demands of the developing realities. Work norms are by no means permanent and immutable. They should be renewed constantly as levels improve of people's ideological consciousness and technical skills and as modern science and technology is introduced in production. All the factories and enterprises must constantly renew their work norms in line with the heightening ideological consciousness of

workers, the positive progress in the technological revolution and the resultant daily advances in the mechanization, automation, robotization and computerization of production processes.

The work to renew work norms, like every other work, can be pushed successfully only through struggles against old ideas obstructing it. We must wage vigorous struggles against and root out the dregs of old ideas such as departmentalism, individualism and egoism, passiveness and conservatism and the fame-seeking attitude.

Launching a vigorous movement to create new standards and new records is an important method to have work norms constantly renewed in accordance with the demands of the developing realities. The movement to create new standards and new records is a mass innovation movement to bring the revolutionary fervor and creative initiative of the masses into play to the maximum degree in production and construction so as to produce and build more, faster and better with less labor, less materials and with the existing facilities. All the branches and units must wage movements for new standards and new records in a broader and more substantive manner and continue to renew their work norms together with other technical and economic standards. We must wage the movement to create new standards and new records powerfully by closely combining it with other social movements. Especially, by waging the model machine movement vigorously, they must continue to create innovative examples in activities to love and care for facilities and to renew nominal capacity and enhance operation and utilization rates of facilities.

The responsibility and role of work-norm setters should be heightened. The outcome of the work norm appraisal work largely depends on how the setters fulfill their responsibility and role. We must strengthen the ranks of work-norm setters with functionaries well prepared politically and administratively, enhance their levels systematically and ensure satisfactory working conditions for them. We must have them settled in, seeing to it that they are not moved to another job haphazardly, that they work in a responsible manner with pride in their work.

In correctly applying the socialist labor compensation system, it is important to accurately work out the cost-of-living grades and the working-days appraisal standards, and to apply properly the various forms of pay for labor.

The standard used to assess the amount of work done by workers is the work norm; those used to determine the distribution for them for the amount and quality of work are the cost-of-living grades and the working-days appraisal standards. Currently, the basic compensations to the working people for their labor are paid by the cost-of-living grades in the industrial sector and by the working-days appraisal in the agricultural sector. Therefore, only by accurately working out the cost-of-living

grades and the working-days appraisal standards is it possible to pay the working people for their labor.

The cost-of-living grades currently in effect in the industrial sector graduate the living expense paid the working people for their technical skill levels, intensity of labor, working conditions and other factors affecting the process of labor; thus, the living expense is computed on the basis of the grades, with differentiation between grades. Grades should be set properly with due consideration to differences between backbreaking labor and light labor and between skilled labor and nonskilled labor; on the basis of the grades thus set, workers should be paid accurately for what they have worked. That is the only way to enable them to fully make up for labor that has been expended, to continue to do good jobs and to make efforts for improving their technical skill levels. The cost-of-living grades should be fixed correctly so as to properly ensure the cost of living equilibrium between jobs in the respective branches of the people's economy as well as at inter-branch levels. Also, the cost-of-living grades should be set correctly and on time for branches and jobs newly emerging as the chuchezation, modernization and scientization of the people's economy make progress and as the levels of technical provisions of production processes continue to improve. As for the grades currently in effect, an overall review should be undertaken and they should be straightened out in accordance with the demands of the developing realities.

Along with setting the cost-of-living grades correctly, we should properly decide the forms of pay for labor.

The basic form of pay to workers and office workers for their labor in socialist society is the cost-of-living pay. The contract-based cost-of-living pay is the most basic form of the cost-of-living pay in our country; the contract-based pay is the most rational form of pay for labor. All the factories and enterprises should positively introduce this form of pay. Units which are currently using a fixed pay system should shift wherever possible to the principle of assigning workers their quotas and paying them in the form of the cost-of-living pay according to their achievements.

The systems of prize money, incentive pay and extra pay as additional forms of pay for workers' labor should be applied properly. Applying them properly is important in enhancing the willingness for production, creativity and initiative of the working people. Factories and enterprises should properly apply those systems in a way that suit characteristics of their respective branches and the realistic demands, and by doing so, enhance the willingness for production, creativity and initiative of the working people and improve management activities.

The incentive pay system is a form of compensation for labor initiated by our great leader. All factories and enterprises should work out detailed regulations governing the application of the incentive pay in accordance

with their respective conditions and realities. They should apply the system properly so that it shows its superiority and vitality.

The working-days appraisal system is a basic means to correctly apply the socialist labor compensation system in the rural economy sector. Only by setting correct standards for the working-days appraisal in the rural economy sector and giving farmers a correct appraisal of the days they worked is it possible to implement the socialist distribution properly. In the rural economy sector, it should be institutionalized to set correct standards for the working-days appraisal and, based on them, to appraise the working days accurately and in a timely fashion. At the same time, we must effectively apply the sub-workteam management system and the work team bonus system the superiority of which has been proved through practical life. The sub-work team management system and the work team bonus system are superior systems of management and distribution correctly combining collective and individual interests at cooperative farms. Only by properly applying those systems is it possible to bring the collective life ethos into fuller play among farmers and carry through the socialist principle of distribution thoroughly.

The paying methods for labor should be applied properly. The different forms of pay are carried out by different paying methods. Even when the same form of pay is applied, there can be significant difference in effects depending on the type of method used. The labor administration branch should direct profound attention to having factories and enterprises apply the most effective paying methods for labor, ensuring especially that the key industries such as the extraction, metal and machine industries properly apply their paying methods.

The socialist labor compensation system should be brought ever closer to perfection. What we have in our country is our style of socialist labor compensation system correctly combining collective and individual interests. We must work to bring it closer to perfection in the direction of placing greater emphasis on collective interests. In socialist society where the means of production are under public ownership, we must carry out the distribution for labor in such a way as to ensure that it is on the basis of the interests of the society and the collective that individual interests are guaranteed. In other words, the socialist labor compensation system is improved in the direction that people who have done more work for and contributed more to the society and the collective have the greater shares in the distribution, and that they receive the greater social appreciation, too. Under that principle should the system be improved further. Factories and enterprises should give prominence to units that have produced and built more with less manpower, seeing to it that workers of such units receive the larger compensations. At the same time, the socialist labor compensation system should be brought ever closer to perfection in the direction that compensations for labor are systematically increased as production grows, that the cost-of-living pay for workers and office

workers in the low cost-of-living pay bracket is raised rapidly to keep an excessive gap from developing in the pay, and that the farmer income is increased evenly for all geographical regions.

5. On Ensuring Good Working Life Conditions

Ensuring good working life conditions for the working people is the intrinsic demand of the socialist system in our country where they are the master of everything and where everything in society is there to serve them. And it is the consistent policy of our party.

Only by ensuring them good working life conditions can we make their working life a safe and more civilized one and enable them to devote all their energy, wisdom and creativity to their work. All the branches and units must keep improving the working life conditions in accordance with the policy demands of the party that the state protect and promote the lives and health of the people in its responsibility.

Labor protection work is an important work to provide the working people with safe and tidier, more healthful working life conditions. All the functionaries must correctly establish their revolutionary mass viewpoint and thoroughly implement the party guideline on giving priority to labor protection work over production.

Indoctrination in labor safety should be intensified. Indoctrination in labor safety is a work of political and ideological indoctrination to explain and drive home the labor protection policies of our party to the working people. It is also a technical indoctrination work to give them labor safety technique and labor hygiene knowledge needed in their production activities. Labor administration agencies must correctly set up labor safety indoctrination systems and broadly disseminate labor protection policies of our party and knowledge about labor safety technique among the working people, making labor protection a work of the working people themselves. They must thus ensure that there is no accident, however minor, or labor disaster occurring in any production process.

Material and technical conditions for labor protection should be ensured satisfactorily. By waging technological innovation movements vigorously, factories and enterprises must undertake systematic work to improve, perfect and modernize facilities and plant machinery currently in use so that the working people can do their work in safer, tidier and more healthful conditions. At the same time, the working people should be supplied with protective gadgets, necessities for work, tonics and other labor protection materials in timely manner. Especially, heavy labor branches should be given priority in the supply of labor protection materials; tonics should be supplied as prescribed. Labor administration agencies must update the lists of recipients of labor protection materials and the supply standards as the people's economy develops and new production branches are created successively. And they must further improve their supply work.

In order to supply the working people with labor protection materials satisfactorily, we must properly set up special plants to produce them and intensify technological guidance on their production. We will thus see to it that various labor protection materials for different branches, geographical regions, jobs and sexes are made in a handy, solid and qualitative way, and that their varieties are expanded.

We must thoroughly establish labor safety rules and order, tightening control on their implementation. Modern production involves various plant machinery, raw materials and other materials and supplies based on high-level science and technologies and is carried out by producers with different skills; therefore, only by thoroughly establishing labor safety rules and order is it possible to prevent labor disasters and accidents. All the branches and units of the people's economy should update labor safety regulations and standard manufactory procedures and all other norms and internal order in accordance with the demands of the developing realities in a timely fashion, intensifying mass control and legal control to ensure full compliance by the working people.

Logistic support for the working people's livelihood should be carried out properly. Logistic support work is not a mere economic, administrative work but an important political work. Only when the working people enjoy a materially affluent and culturally superb livelihood can they realize the benevolent solicitude and concern of the party and the leader and the benefits of the socialist system in our country wholeheartedly and display greater enthusiasm and initiatives in their work. Factories and enterprises will help workers solve whatever household problems they have so that they feel not the slightest inconvenience in their livelihood; provide better study conditions for them; look after their living conditions carefully; and improve the supplementary foodstuff supply work for them. Also, nurseries, kindergartens, rice factories, barber shops, public bath houses, laundry shops, repair shops and other service facilities should be set up in a better way and their services improved.

The state social insurance system and social security system should be implemented correctly. Under the systems, the state, in its responsibility, protects and promotes the health of the working people and ensures a stable life for the disabled, the aged and children who have no one to depend on. The cost of social insurance and social security benefits is borne by the state and society in our country and are firmly guaranteed by law. Only when the state social insurance system and social security system are correctly implemented can the working people feel the true superiority of socialist system and the people-minded, communist policies of our party more keenly in their day-to-day life and devote their lives to their work for the consolidation and development of socialism.

By implementing correctly the state social insurance system and social security system, all the branches and units must provide, in their responsibility, conditions ensuring a worry-free life for the disabled, the aged and

children who have no one to depend on. In order to correctly implement the social insurance system and social security system, we must maintain rest and recuperation centers, disabled veterans sanatoria and old people's homes satisfactorily and improve their operations. Especially, we must build more rest centers to meet the growing demand of the working people for a cultural way of rest. And the state, in its responsibility, must fully ensure all the conditions needed for a restful life, ensuring that the working people enjoy their cultural and moral life and rest during their vacations to their heart's content.

In order to successfully accomplish the tasks facing the labor administration branch, party guidance for the branch must be intensified.

Party organizations must intensify guidance for labor administration work in accordance with the demands of the developing realities, ensuring that the party's labor policies are implemented thoroughly.

Party organizations must thoroughly establish the revolutionary view of the leader among labor administration functionaries, consolidating their ranks with capable people infinitely faithful to the party and the leader and also well prepared administratively.

Party organizations in the economic branches, including those at factories and enterprises, must vigorously conduct organizational and political work for the implementation of the party's labor policies; regularly oversee and grasp progress in the implementation and straighten out any biased tendencies thus monitored in timely manner.

Party organizations must intensify party-type guidance to ensure that labor administration agencies and labor administration posts at all units perform their role properly. The outcome of labor administration work is determined by how they perform their role. Party organizations must see to it that labor administration functionaries turn their work thoroughly into work with people, political work, in accordance with the intrinsic demand of the socialist labor administration work, and that they always go down to the base-level, work and live with the producer masses and help them positively, and work by relying on them.

Strengthening supervision and control over labor administration work is an important function and duty of labor administration agencies and labor administration posts at all units. They must ensure that the party's labor policies, the socialist labor law and all other laws and regulations concerning labor are thoroughly observed, and that strict order and discipline are established in the work of labor administration.

Labor administration work is a work of heavy responsibility and an honorable one. They party is heavily counting on functionaries of that branch.

All functionaries must wage vigorous struggles to improve labor administration work with high loyalty to the party, and by doing so, generate a new turnaround in the work of labor administration.

Let Us Further Intensify the Ideological Indoctrination of the Party According to the Demand of Reality in Development

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[Text] Today, our party demands that the work of indoctrinating the party members and workers with the party's ideas be further strengthened.

Comrade Kim Chong-il, member of the Presidium of the Workers Party of Korea [WPK] Central Committee Political Bureau and secretary of the party Central Committee, pointed out:

Only when we strengthen work on the party's ideas, can we more strongly arm the party members and workers with the *chuche* idea, firmly guarantee unity of ideological will in the entire party, and constantly mobilize the party members and workers in carrying out revolutionary tasks.

Indoctrinating and remodeling people in a communist style is the most important task that a party of the working class must fulfill to carry out socialist, communist construction.

Only when we remodel people in a communist style and nurture them into genuine revolutionaries, can we bolster their role and, thus, successfully carry out overall tasks in socialist, communist construction. Therefore, in carrying out the party's work, we must pay particular attention to ideological work and give priority to ideological work over all other works.

Strengthening work on the party's ideas is a fundamental requirement, among other things, to nurture people into communist revolutionaries and firmly guarantee unity and cohesion of ideological will in the revolutionary ranks.

Indoctrinating and nurturing people in a communist style and achieving unity and cohesion of ideological will in the revolutionary ranks is a firm guarantee to win a victory in carrying out the revolutionary cause. A revolution starts with the task of arming people with revolutionary ideas and achieving unity in the revolutionary ranks. Only when we consistently adhere to work on the party's ideas, can we indoctrinate and remodel people into genuine communists and firmly achieve unity and cohesion of ideological will among the popular masses. Unless we firmly adhere to and endlessly strengthen ideological work designed to indoctrinate people, we will not be able to prevent corrosion by antiquated ideological elements and the infiltration of reactionary ideological trends, ideologically dye the revolutionary ranks in one color, or achieve organizational unity in them. Experiences show that unless we adhere to ideological work, the flood of bourgeois liberalism will inundate society, and ideological confusion will be created, and a grave danger to the revolutionary cause will consequently be created.

Strengthening indoctrination on the party's ideas is a firm guarantee to positively inspire the masses' revolutionary fervor and positive creativity, thus scoring endless upsurges in socialist construction.

The most important thing in vigorously accelerating revolution and construction and positively promoting the movement for social progress is nurturing the popular masses, masters of society, into powerful popular masses and bolstering their roles. Apart from the work of bolstering the popular masses' roles, we cannot vigorously carry out socialist, communist construction. Socialist, communist construction cannot be successfully carried out without the heightened consciousness of the popular masses, masters of and decisive forces in revolution and construction; their revolutionary fervor; and their devoted struggle. Strengthening ideological work, thus mobilizing the popular masses' ideas, is a basic key to successfully solving all the difficult and complicated problems in revolution and construction.

Because it is a work for the benefit of the popular masses and a work that they must carry out, socialist, communist construction can only be carried out by strengthening ideological work designed to awaken the masses and to mobilize their spirit of devotion. If one tries to find other ways than this, this means that one may consequently adhere to capitalist styles, which have nothing to do with socialism, and, then grave irreparable consequences may arise in socialist construction. Therefore, in order to vigorously carry out socialist construction without any deviation, the party of the working class must give priority to ideological indoctrination work, endlessly and profoundly carry out this work, and consistently adhere to the principle of giving a materialistic impetus in carrying out this work.

Under the wise leadership of the party and the leader, priority has been given to carrying out work on the party's ideas in our country, and the work of ideologically indoctrinating the party members and workers has been endlessly and profoundly carried out.

Based upon the *chuche*-oriented ideological theory, which says that people's ideas are basic in revolution and construction and that ideas determine all matters, our party has attached particular significance to ideologically remodeling people and has endlessly strengthened ideological work designed to indoctrinate and nurture people into communist revolutionaries in step with progress in revolution and construction. In particular, whenever difficult and grand-scale tasks are presented in the revolution, our party has boldly overcome the prevailing difficulties and created great miracles and changes by leading the party members and workers to be aware that they are masters and by mobilizing their revolutionary fervor. This is a brilliant example that our party set in the course of leading revolution and construction and is an invaluable tradition.

Work on the party's ideas has been profoundly carried out in compliance with the cause of modeling all of

society after the *chuche* idea. As a result, among other things, our people's ideological and spiritual habits and their habits in carrying out work and living have undergone new changes.

Today, our party members and workers treasure, as a revolutionary belief and moral obligation, being endlessly loyal to the leader and the party after arming themselves with the *chuche*-oriented revolutionary view; accept the party's lines and policies as the noblest demand in their lives; and are displaying the spirit of boundless devotion and sacrificial spirit in their struggle to carry out these lines and policies. The sacred intention and aspirations to lead a valuable life for the party and the revolution even for a moment and to steadily walk along a single road of loyalty throughout their lifetime as revolutionary warriors for the party and the leader are deeply rooted in the hearts of the our party members and workers.

People's ideological and spiritual appearances have undergone new changes. As a result, the ideological purity of the party and the revolutionary ranks has been guaranteed on a very high level, and the popular masses' unity and cohesion of ideological will around the party and the leader have been consolidated like a rock.

The workers have waged a creative and devoted struggle for our socialist construction, and as a result, endless upsurges and changes have taken place. Changes of the century and monumental edifices in our country that brighten the Workers Party's era are the result of the fact that, after elucidating the *chuche*-oriented ideological theory and immortal plan to remodel people, our party has wisely led all the party members and workers to bring about heroic feats and great changes.

Just like in all the other works, work on the party's ideas must be more profoundly carried out in step with development in revolution and construction and social progress. The demand that ideological indoctrination work be strengthened has no limit.

Our revolution, which has reached a very high stage; massive-scale revolutionary tasks; and a tense situation on the Korean peninsula urgently demand that the work of ideologically indoctrinating the party members and workers be further strengthened than at any other time.

In carrying out the Korean revolution, very honorable and heavy revolutionary tasks are given to our people who will pass the 1980's filled with historic events that will be brilliant for centuries and decorated with immortal achievements and who will make their mark in the 1990's, which will be decorated with new great victories and feats.

We must run faster with new hope and confidence in the 1990's and, thus, make decisive progress in materializing a program to model society after the *chuche* idea. We are tasked with the heavy duty of hastening a complete victory of socialism and of tearing down the wall of

national division and achieving the cause of reunifying the fatherland at the earliest possible date.

At present, we should continue to dynamically stage the struggle to accomplish the third 7-year plan, which is unprecedentedly grand in the history of the country's socialist economic construction, and should expedite its fulfillment, thus extraordinarily enhancing the economic might of the country and effecting an epoch-making advance in improving the people's standard of living.

We cannot but discharge these difficult and grand tasks under the difficult circumstances in which the situation of the country is very strained.

EGGING the South Korean puppet clique on to fascism, division, and new war provocation maneuvers, the U.S. imperialists are directing their spearhead of attack at our country, which firmly adheres to a socialist stand and principle, and maliciously maneuvering to disturb the socialist construction of our people.

Hell bent on anticommunist and antisocialist rackets, the imperialist reactionaries with the U.S. imperialists as their boss, and their errand boys are resorting to every means and method to demolish socialist countries politically, economically, culturally, and ideologically.

Timed to coincide with the imperialist reactionaries' anticommunist and antisocialist maneuvers, which are getting more vicious, counterrevolutionary heterogeneous ideological trends are appearing and laying obstacles and complications in the way of the forward movement of the revolution.

Under this situation, initiatively countering with revolutionary alertness the reactionary offensives of the imperialists and class enemy against socialism is a matter of principle in achieving the victorious advance of our revolution and in defending the honor of socialism and communism. Under the condition in which the anticommunist and antisocialist maneuvers of the imperialist reactionaries are becoming more vicious, we should more thoroughly prepare our party members and workers to be communist revolutionaries who staunchly fight for the party, the leader, the fatherland, and the people with the *chuche*-oriented revolutionary faith of firmly adhering to the revolutionary stand of the working class and of never being shaken whatever winds may blow.

A firm guarantee for giving full play to the political and ideological might of our revolutionary ranks in a single-hearted unity under today's strained situation, for smashing the anticommunist and anti-DPRK maneuvers, and for defending the banner of the revolution to the end lies in consistently adhering to the party's work of ideological indoctrination and in substantially conducting it. If we thoroughly arm the party members and workers with the *chuche*-oriented revolutionary faith and will and firmly consolidate our revolutionary ranks by adhering to and substantially conducting the party's work of ideological indoctrination, we can timely smash

any desperate offensives of the imperialists and prevent counterrevolutionary heterogeneous ideological trends from setting foot. One who has disciplined his body is never infected by any virus.

By heartily upholding the party's profound intention of concentrating greater efforts on the party's ideological work and by conducting ideological indoctrination work among the party members and workers with depth and in an active manner, we should initiatively tide over all difficulties in the way of advance and vigorously lead our people's glorious revolutionary cause to the single road of victory.

What is important in the party's ideological indoctrination work of strengthening the main force of the revolution and increasing its role is to intensify indoctrination in the *chuche* idea among the party members and workers.

Comrade Kim Chong-il, member of the Political Bureau Presidium and secretary of the WPK Central Committee, has noted: "What is most important in ideological indoctrination work is to vigorously carry out indoctrination in the *chuche* idea among the party members and workers."

The *chuche* idea is the unitary idea of our party and the life of our revolution and nation.

The *chuche* idea is an out-and-out revolutionary idea, which sets forth defending and realizing independence—the life of social men—as the basic aim of the revolution and which demands that the revolution be continued until independence has been completely realized, and the perfect revolutionary theory which thoroughly remodels nature, society, and man in conformity with the intrinsic social nature of man, who tries to live and develop in an independent manner, and thus, which makes man the complete master of the world and his destiny and illuminates the path of permanent happiness and prosperity of mankind.

The *chuche* idea opens a scientific way for completely realizing the independence of the popular working masses—the most correct way for brilliantly accomplishing the cause of human emancipation—by establishing a man-centered world outlook for the first time in history and by elucidating in a monolithic manner the basic stand and method—which people should adhere to in their perceptions and practical activities—the perfect revolutionary theory, strategy, and tactics, and leadership theory and method.

For this very reason, the *chuche* idea serves as the sole leading guidance of our party's activities. No other idea but the *chuche* idea is conceivable within our party. Also, our revolutionary ranks must overflow only with the *chuche* idea. This bespeaks that all types of ideological indoctrination conducted by our party must be directed at indoctrination in the *chuche* idea. Although many forms of our party's ideological indoctrination are not the same as indoctrination in the principle of the *chuche*

idea in terms of content, they are part of ideological indoctrination designed to firmly arm the people with the *chuche* idea, the unitary idea of our party. Therefore, all forms of ideological indoctrination should be combined with the basic principle of the *chuche* idea and conducted in conformity with the fundamental demands of the *chuche* idea for strengthening the main force of the revolution and increasing its role.

By substantially carrying out indoctrination in the *chuche* idea, we should see to it that the party members and workers deeply grasp the profound theory and guiding principles of the *chuche* idea and other ideological theories, elucidated by the *chuche* idea, and cherish them as the firm faith and will of their life and struggle.

In particular, the party organizations should firmly adhere to indoctrination in the *chuche* idea to ensure that all party members and workers can arm themselves with a *chuche*-oriented revolutionary outlook, can cherish loyalty to the party and the leader as their revolutionary conscience and unwavering faith, and staunchly fight to consummate the *chuche* revolutionary cause with national pride and confidence under the leadership of the party. Also, the party organizations should pay close attention to seeing that all party members and workers analyze and judge all problems from the *chuche*-oriented standpoint and viewpoint, solve them in our own style in conformity with the demands of our country's circumstances and the interests of our people, and always adhere to the working class-minded stance and revolutionary principles.

Today helping the party members and workers deeply recognize the nature and justness of the party's lines and policies is an important demand of the party's ideological work of reinforcing the main force of the revolution and of increasing its role.

Our party's lines and policies are our revolution's strategy and tactics which embody the great *chuche* idea.

Our party's lines and policies are the leading guidelines of the revolution, which most correctly reflect the realities of our country and the aspirations and demands of our people. Also, they give scientific answers to all questions in the revolutionary struggle and construction work and delineate correct ways, directions, and concrete tasks for successfully carrying out socialist and communist construction without even slight turns and twists. The justness and invincible vitality of our party's lines and policies have been unreservedly verified amid practice in the entire course of our difficult and complicated revolution. The lines and policies are guiding banners which lead our revolutionary struggle and construction work to the single road of great reform and creation.

All functionaries should plan and substantially conduct the indoctrination work of helping the party members and workers deeply recognize the nature and justness of our party's lines and policies, thus enabling them to

deeply grasp the nature and justness of our party's policies and create heroic exploits in implementing them.

In particular, we should thoroughly cherish as our faith the nature and justness of the lines of imbuing the entire society with the *chuche* idea, the lines of the three revolutions—ideological, technological, and cultural—the policy of firmly guaranteeing the party's leadership toward the revolution and construction, the Chongsan-ri spirit and method, the Taean work system, and other revolutionary lines, which our party consistently adheres to, and resolutely defend and consistently implement them.

Another important thing in the party's ideological indoctrination work of strengthening the main force of the revolution and increasing its role is to firmly arm the party members and workers with our party's revolutionary tradition.

The revolutionary tradition of our party is the historical root of our party and revolution, the artery which sustains their life, and a solid asset for consummating the *chuche* revolutionary cause. Contained in this tradition are all assets, which make it possible to purely maintain the lineage of our revolution, and a genuine example of revolutionary traits after which *chuche*-type communist revolutionaries should model themselves.

Indoctrination in the revolutionary tradition is a mighty means to nurture people into genuine revolutionaries and to make it possible to purely inherit and consummate the revolutionary cause.

All party members and workers, particularly a new generation of the revolution, which has not directly experienced a grim and arduous revolutionary struggle, should firmly arm themselves with our party's revolutionary tradition to initiatively weather all types of difficulties and ordeals and to make their life shine along the path of the struggle to consummate the *chuche* revolutionary cause.

The party organizations and functionaries should help the party members and workers to actively follow and learn the anti-Japanese revolutionary fighters' endless loyalty to the leader of the revolution and their lofty loyalty and fidelity of unhesitatingly devoting their youth and life to bravely fighting for the victory of the revolutionary cause led by the respected and beloved leader while upholding the respected and beloved leader Comrade Kim Il-song as the great leader of the revolution and their benevolent father. Along with this, the party organizations and functionaries, in their indoctrination in the revolutionary tradition, should pay close attention to making the party members and workers inherit the faith in being ever-victorious and revolutionary optimism, which the anti-Japanese revolutionary fighters gave full play to, and embody them in their struggle and life.

The party organizations should plan and conduct indoctrination work through numerous invaluable slogan-bearing trees, which have been recently discovered in many areas of the country, including the area in the northern part of Korea, and other revolutionary sites and remains, thereby firmly preparing party members and workers to be those revolutionaries who are endlessly loyal to the party and the leader and who have thorough faith in the socialist and communist cause.

What is also important in the party's ideological indoctrination work of enhancing the main force of the revolution and increasing its role is to deeply awaken the party members and workers to the true superiority of our country's socialist system.

Helping the people deeply recognize the superiority of the socialist system is of great significance in making them treasure the system to which they are grateful and everything in the fatherland and devotedly struggle to make them shine.

Intensifying indoctrination in the socialist system is becoming a more important question in connection with our developing revolution and the strained situation prevailing in the country.

It is more than 40 years since the fatherland was liberated and more than 35 years since the gunfire of the war ceased. Our revolution has since advanced far. A new generation, which has failed to suffer from exploitation and oppression and to go through the ordeals of war, is emerging as masters of the country. If indoctrination in the socialist system is not well carried out under this condition, the new generation may not be well aware of how today's happiness has been secured and even old generations can forget the past as a result of enjoying a happy life for a long period of time.

We have not yet achieved national reunification. The U.S. imperialists and the South Korean puppets are viciously maneuvering to stifle our socialist system. Furthermore, the anticommunist and antisocialist commotions of the imperialist reactionaries and their maneuvers for reactionary cultural and ideological infiltration have been unprecedentedly intensified worldwide. This tells the party members and workers that deeply recognizing the true superiority of our country's socialist system is a very important matter.

We should make party members and working people deeply recognize the true superiority of the socialist system, which has embodied the *chuche* idea, the idea that centers on human beings, make them cherish the great national pride and self-respect of living under the most superior system created by the great leader Comrade Kim Il-song and being glorified by the party center, and make them resolutely defend and safeguard the benevolent socialist system and ceaselessly glorify them under any adverse circumstances.

The best way to make them deeply recognize the superiority of our country's socialist system is to make them

open their eyes to the reactionary nature of capitalism and its tendency for corruption by comparing them with each other. The capitalist society is a rotten, reactionary society flooded with all sorts of means that eat away at the people's spirit and constitution and all sorts of social ills in which the working masses' independence is ruthlessly trampled underfoot. The capitalist society is a reactionary society in which a handful of the landowners and capitalists are well off and the working masses, the vast majority, are starving—a society in which the rich get richer and the poor get poorer.

We should instill in the party members and working people the superiority of the socialist system by comparing it with the reactionary nature of the capitalist society so as to make them deeply recognize the superiority of the socialist system, annihilate the capitalist system, and glorify the honor and dignity of the socialist society.

At the same time, we should make the party members and working people correctly recognize the anti-socialist maneuvers of the imperialists and their lackeys and the poisonous and reactionary nature of their counterrevolutionary ideological trends so as to make them completely crush the maneuvers of the imperialists and their lackeys to infiltrate their reactionary ideology and culture and bourgeois lifestyle into the socialist society and firmly defend the revolutionary banner, the socialist banner.

Since the ideological work seeks to educate and remold the people and to stir them ideologically, it can be successful only when it is carried out substantively.

By substantially carrying out the ideological work based on a correct method, we should see to it that the

ideological work strikes a responsive chord in the people and make it contribute substantively to remolding the people's ideology.

For the ideological work to be successful under circumstances in which people have varied levels and degrees of ideology and will, preparedness, and social standings, it is imperative to carry out this work according to the characteristics of its recipients. The party organizations and functionaries should thoroughly plan and coordinate the ideological work for the youth and students, ones who will take over our revolution and our future protagonists to shoulder our nation and people, according to their characteristics. We should pay keen attention to and concentrate effort on the educational work for the youth and students as we did in the past so as to make them establish a firm revolutionary world outlook and completely devote their youthful energy, resourcefulness, talent to the struggle for consummating the chuche revolutionary cause.

To strengthen the ideological work, it is very important for the functionaries at the ideological sector who are in charge of the ideological work to raise their sense of responsibility, role, and political and ideological qualification. The functionaries in charge of the ideological work should fulfill their noble mission and duty and in particular, continue making efforts to decisively raise their own political and working qualification, taking lofty pride in their being in charge of the ideological work and a sense of responsibility for their work.

Under the wise leadership of the great leader Comrade Kim Il-song and the dear Comrade Kim Chong-il, we should render the main force of the revolution rock-firm strong and gain great new victory and advance in socialist construction by adhering to the ideological work and by further developing it.

**Our Party's Outstanding Leadership Which
Glorified the 1980's**

00000000 *Pyongyang KULLOJA in Korean No 12,*
Dec 89 pp 32-37

[Article by Kim Si-hak; not translated]

**Properly Conducting the Work With the Masses
Is an Important Guarantee for Strengthening the
Main Force of the Revolution and Enhancing Its
Role**

00000000 *Pyongyang KULLOJA in Korean No 12,*
Dec 89 pp 38-43

[Article by Kim Ki-son; not translated]

**The DPRK Is the True Motherland of the
Overseas Compatriots—On the 30th Anniversary
of the Japan-Resident Compatriots' Repatriation**

00000000 *Pyongyang KULLOJA in Korean No 12,*
Dec 89 pp 44-49

[Article by Han Tok-su; not translated]

**The Experience of Nurturing Communist Cores,
Which Was Gained During the Anti-Japanese
Revolutionary Struggle**

00000000 *Pyongyang KULLOJA in Korean No 12,*
Dec 89 pp 50-55

[Article by Kim Ki-chon; not translated]

**Party Members Should Substantially Live the
Party Life With the Conscience of the Party**

00000000 *Pyongyang KULLOJA in Korean No 12,*
Dec 89 pp 56-61

[Article by Son Pong-uk; not translated]

**The Main Task Which We Should Grapple With
Presently in Developing the Fisheries**

00000000 *Pyongyang KULLOJA in Korean No 12,*
Dec 89 pp 56-61

[Article by Kim Hyok; not translated]

**Highly Displaying the Superiority of the Socialist
Commerce Is an Important Guarantee for
Improving the People's Standard of Living**

00000000 *Pyongyang KULLOJA in Korean No 12,*
Dec 89 pp 68-73

[Article by Yi Chong-man; not translated]

**The Programmatic Document Which Has
Illuminated the Correct Path To Creating the
Revolutionary Work of Literature**

00000000 *Pyongyang KULLOJA in Korean No 12,*
Dec 89 pp 74-79

[Article by Kim Po-haeng; not translated]

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South Korea

23

**The Brigandish 'Import Liberalization' Policy
Which the U.S. Imperialists Impose on South
Korea, and Its Consequences**

*00000000 Pyongyang KULLOJA in Korean No 12,
Dec 89 pp 80-84*

[Article by Kim Chang-u; not translated]